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Prairie Employer Review

Volume 3, Number 1 January, 1981

Job Insurance Changes to be Studied by '81 Legislature

"Average" and "lively" were the terms used recently by Gerald Balzer of Job Service North Dakota to describe job insurance proposals being submitted to the 1981 State Legislature.

As director of the Job Insurance Division, Balzer considers the 12 pieces of legislation hammered out by the agency's Advisory Council an average amount compared to previous years. On the other hand, he frankly admits the potential controversy surrounding some of the proposals could have all the makings for a lively session this biennium.

The record $34 million in unemployment benefits paid out this year, far above the next highest year of $25 million, reflects the continuing economic dilemma faced by the state's employers and jobless workers. Balzer feels this was a prompting factor for the extensive legislative discussions held throughout the year by the Job Service Advisory Council.

With members representing business and labor groups as well as the general public, compromise was a necessary ingredient in the council meetings. The end result is a legislature package that both softens and tightens various benefit requirements for jobless workers, while dealing with employer concerns on tax rates and the job insurance trust fund.

New Claimant Rules

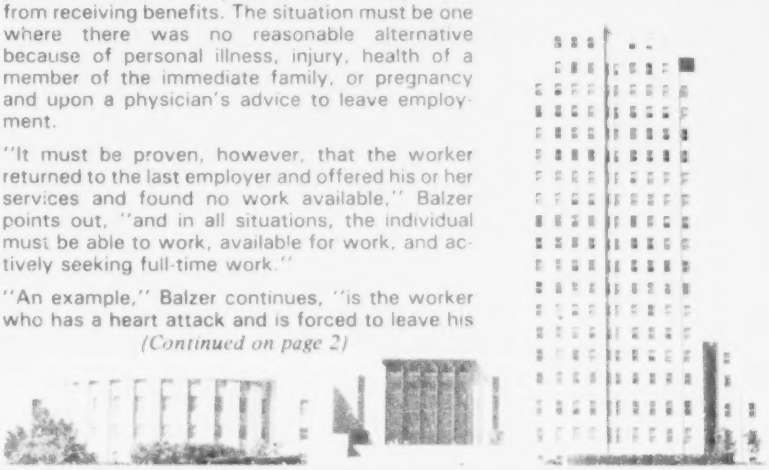
According to Balzer, three proposals deal with the disqualification provision passed in the last legislative session. It prevents payment to those claimants who voluntarily left their last job without good cause attributable to the employer. "The Advisory Council considered this eligibility requirement too harsh in certain instances," Balzer explains.

The first proposal provides that if an individual leaves their last job for compelling personal reasons, they will not be disqualified from receiving benefits. The situation must be one where there was no reasonable alternative because of personal illness, injury, health of a member of the immediate family, or pregnancy and upon a physician's advice to leave employment.

"It must be proven, however, that the worker returned to the last employer and offered his or her services and found no work available," Balzer points out, "and in all situations, the individual must be able to work, available for work, and actively seeking full-time work."

"An example," Balzer continues, "is the worker who has a heart attack and is forced to leave his

(Continued on page 2)



Deducting Losses from Worker Wages Often Illegal

Changes in wage and hour requirements often bring about a temporary rise in such employer violations as illegal deductions from employee paychecks, according to a U.S. Department of Labor official.

Al Godes, compliance officer with the Bismarck office of the Wage and Hour Division, feels the regularity of this problem reflects an unawareness of labor law provisions among workers and business owners. "Quite simply, employers cannot deduct cash register shortages or losses from the pay of protected workers if the wage would then fall below the new federal minimum of $3.35," Godes warned. He added that state standards apply over federal whenever they are higher.

North Dakota labor laws prohibit the deduction of any amount not required by state or federal regulations unless authorized in writing by the worker, says Alex Schmalz, deputy commis-

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Job Insurance Director Gerald Balzer, center, discusses upcoming state legislation with Bill Brintnell, left, who is Chief of the Division's Employer Tax section, and Chief of Benefits Don Hertz, right.

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job for an extended period. By the time he is again able to work the employer may have had to find a replacement. The worker became jobless through no fault of the employer's, but is now ready and willing to work again. Under current law he cannot receive job insurance assistance while looking for another job."

The second proposal states that a claimant who accepts work that could have been refused as unsuitable, and later finds it necessary to voluntarily leave the position within the first ten weeks after starting work, shall escape being disqualified for leaving that job voluntarily. "This is meant to help individuals who want to get off of unemployment benefits, even if it means trying a job out of their line of work or area," stated Balzer. "However, if work conditions obviously turned out to be intolerable, this worker would not be penalized for leaving and again actively seeking work under the program."

Under the third proposal, a student may not necessarily be disqualified for school attendance if involuntarily unemployed. "The intent," Balzer pointed out, "is that wage credits earned from a job while attending school ought to result in benefits when the worker is laid off – even if the person continues going to school full-time. This still disqualifies those jobless workers who were not going to school when they earned wage credits, but now decide to go to school full-time and apply for job insurance benefits."

Another proposal passed by the council after intense debate expands the definition of suitable work for claimants. After 18 consecutive weeks of benefits payments, an individual would be required to accept work paying wages equal to the maximum weekly benefit amount provided in the law, which is currently $143 per week. The individual's health, safety, morals, physical fitness, and the distance of work from their residence must still be considered.

Balzer feels part of the council's difficulty in dealing with this issue stems from the fact that other states have also had problems in satisfactorily defining suitable work in their laws. "Most state and federal program regulations have historically been based on the philosophy that suitable work is an individual determination – taking into account the claimant's work history, skills, and so forth," Balzer states.

Tax Rate Changes

One proposal affecting the tax rates paid by employers is actually in the form of three main thrusts. The first sets up an earlier notice to employers of their unemployment tax rate for the ensuing year. Now notified on March 31 of their rate for that calendar year, the legislative change would mean employers would be notified before December 1 of the preceding year.

The second action changes the rate assigned to newly liable employers in the state. A new employer coming under the job insurance program currently is assigned the highest rate applicable, which is now at 4.8 percent. Under this proposal the employer is assigned the average tax rate paid by employers in that same industry.

"In every instance, this would be a more favorable rate for the new employer," said Balzer. "In a particular industry this could result in the new employer being assigned the industry average of 2.8 percent. However, another employer in that industry could be paying above or below that average, depending on their own experience rating." Assignment of the industry code would be in any one of 71 classifications, Balzer explains, according to a Job Service computation involving labor market statistics, employment and wage surveys, and the use of the Standards Industrial Classification Manual.

The third thrust of this bill would assure that employment tax rates for 1981 and 1982 be no higher than those rates contained in Column II of the schedule rates provided in the law. Each year an analysis of the fund used to pay unemployment benefits is made, and an accompanying rate column is computed. This proposal assures no column shift higher than Column II, regardless of the trust fund balance computation.

Conforming Proposals

Four other bills are fairly self-explanatory, says Balzer, in that they either clarify state law or conform state regulations to federal law. One is considered a "housekeeping bill" that clarifies language on the minimum weekly benefit amount to eliminate any misunderstanding. Another conforms our North Dakota law to the federal/state extended unemployment compensation act, under which we pay extended benefits.

Another proposal amends the present pension deduction provision in our law. "As it stands now, we are discriminating against pensioners who have duly earned wage credits and have a right to unemployment benefits," Balzer stated.

The final two agency proposals deal with the Old Age and Survivor's Insurance System. This includes a six percent increase in monthly benefit payments effective July 1 of 1981 and 1982, and allows the state interest for delinquent payments to move with federal interest assessments.

While the council's proposals are reflected in Senate bills being submitted by Job Service, Balzer expects other pieces of legislation to come forth during the session. "Most of our bills will probably be considered in committee hearings by the end of January," Balzer concluded.

PRAIRIE EMPLOYER REVIEW

JOB SERVICE North Dakota

N.D. Women Closer to Halfway Point in Job Numbers

North Dakota's labor force has participated in a variety of expected and unanticipated changes in recent years. Energy development is diversifying a once totally agricultural economy. New types of manufacturing plants are being built and planned. Construction, particularly in homebuilding, had boomed until the recent recession and rise of interest rates.

But one of the subtler changes having a tremendous future impact is the growth of women workers in the labor force. Though somewhat behind the national trend, more North Dakota women are leaving traditional house-bound roles to enter the job market.

About 40.5 percent of the state's labor force is female, according to 1980 estimates by the Bureau of Labor Statistic's Current Population Survey. That means an additional 22,000 women have ventured into the business world in the past two years, and represents a significant rise from 32.7 percent approximated in 1970. National data for 1979 indicated 42.2 percent of all U.S. workers were women.

North Dakota's women workers have made some inroads to industries such as wholesale trade, mining, construction, manufacturing, and transportation, communications and public utilities, where there are high concentrations of blue collar and other traditional male occupations. Still, the majority of women jobholders are found in retail trade, services, government, and the finance, insurance and real estate industry.

While statewide figures are unavailable, the combined averages for North Dakota's 12 largest cities show that women comprise 9.3 percent of the workers in mining, 8.6 percent of all construction workers, and 23.7 percent of those in manufacturing. The transportation, communications and public utilities sectors have 25.4 percent women employees; while women in wholesale trade represent 18.6 percent of all workers.

A substantial 54.9 percent of all retail employees are female; and women in finance, insurance and real estate hold 64.2 percent of the jobs. Over 46.1 percent of all government workers are female, while the largest industry percentage of females is in services with 68.9 percent.

Further study indicates that the individual composition of local economies may dictate the number of females in the work force. Rural areas with a limited availability of jobs traditionally held by females, such as office clerical positions, usually have a lower percentage of their labor force as female — whether or not there is a desire for women in that area to work in traditional or nontraditional jobs.

The most recent community employment surveys conducted in these cities reveal how the female-male ratios in the labor force fluctuate throughout the state. Females in the work force range from 55 percent in Grafton, where government is the dominant industry because of the Grafton State School, to 34.5 percent in Mandan, with relatively large construction, manufacturing, and transportation, communications and public utilities industries.

Four other communities have proportionately large services, government, and retail trade industries and the next highest rates of women workers. Figures for Jamestown show 49.9 percent of the workforce as female, 48.7 percent for Bismarck, 48.3 percent for Grand Forks, and 48.2 percent for Devils Lake.

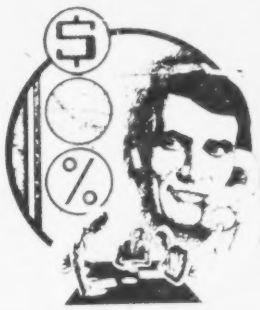
The percentage of work force females increased or remained virtually the same in 10 of the 12 surveyed cities in the last two years. The greatest growth was in Jamestown, Fargo, Bismarck, and Wahpeton.

Dickinson and Williston, the two cities with a percentage decrease, had gains in the actual number of women workers by about 1,060 and 660 respectively. However, the huge employment increase in the mining industry caused the percentage of females in the total work force to drop from 44.9 percent to 43.2 percent in Dickinson, and from 42.6 percent to 40.9 percent in Williston.

Both local and statewide figures may be distorted to some degree by the recent ill-fated economy. Since male dominated industries such as construction and manufacturing were hit hardest in the current recession, the overall percentage of females rose slightly.

Wahpeton, for example, added 60 women to the labor force in the last two years. Layoffs in construction and manufacturing, however, meant total wage and salary employment dropped by 120.

It is difficult to speculate whether female participation in North Dakota's labor force will reach or surpass the national trend. Possible changes in the state's conservative profile and rural-based workforce, plus future employment patterns in significant growth industries such as mining, could make the difference. If current trends continue, the percentage of females in North Dakota's job market will soon attain the symbolic 50 percent mark.



Gleanings

Tom Haan

Chances are if you liked 1980 you'll be happy with 1981. . .unfortunately the opposite is also true. . .talking mainly about the interest rate, inflation, credit restriction, work productivity. . .the economy. If past trends hold true in 1981, June's unemployment rate will match last year's rate (5.4 percent) one of the highest on record.

Agriculture will continue to be plagued by tight, expensive credit and farm-to-market transportation problems but . . .on the other hand. . .we predict the prices for farm products will rise faster than the prices for farm equipment and materials.

In the past North Dakota has been somewhat immune to peaks and valleys in the national economy. . . inflation and rising interest rates are changing this. . .we're becoming more and more attached to the national economy and indirectly to the international price of oil, other raw materials and trade in durable goods. In the long run this brightens the outlook. . . energy will keep things cooking . . .secondary effects on the whole state as demand for goods and services rises. . .new growth in ag processing such as pasta plants, sugar beets and potatoes will stimulate rural areas.

Miscellaneous year-end observations. . . classroom public school teachers in North Dakota averaged $225 per week for 1979-80. . .compared to $310 nationally. . .ranks us 39th in the nation. Our average tax burden is $757 or 10.6 percent of personal income. . .U.S. average is $934 or 12 percent. The number of state and local government workers in North Dakota increased by 19 percent from 1969 to 1979. . .this amounts to half the national average. . .only three states had a smaller growth rate.

Oil production in North Dakota 1969-79. . . productive acres for oil and gas increased from 190,500 to 412,000. . .total value at the well of crude oil produced, 1959 to 1970, was about $888 million. . .by January 1, 1980, this value rose to over $2.3 billion dollars. Average field price per barrel of crude rose from $2.80 to $13.36. . .average depth per well went from 5,600 feet to 8,731 . . .average daily production rose from 62,200 to 83,775. . .49 wells were drilled in 1969 – 208 in 1979.

(LOSSES from page 1)

sioner of the State Labor Department. This restriction not only applies to shortages that occur through cash transactions with customers, but when employee wages are used to pay for uniform maintenance and equipment replacement, or to make up losses from bad checks or credit cards.

"We've allowed deductions in some cases, but only where there is strong evidence that one person has sole responsibility for customer change or a cash register during their work shift," Schmalz pointed out.

Godes and Schmalz agree that violations most often occur in service industries such as restaurants, gasoline stations and retail stores. A common example is an employer who requires the workers to buy, launder or mend their own uniforms without compensating them for the money spent in these activities. Schmalz also cited the illegal practice of subtracting the cost of broken and lost tools from wages, and pay deductions for customer overcharges as well as undercharges shown on a till.

"Whether the employer tries to get it back from the employee in cash or through the payroll, or if he is withholding wages from two or 20 workers, a deduction of even one cent can be against the law," asserts Schmalz.

Violations are normally uncovered by compliance officers through employee complaints or during routine workplace investigations. Recently, a national restaurant chain agreed to a $2.1 million administrative settlement after the U.S. Labor Department investigated the firm for violations of wage and hour law, including provisions on uniform maintenance.

U.S. CONSUMER PRICE INDEX
ALL URBAN CONSUMERS

(1967 = 100)	Annual Average 1979	Nov. 1980	Oct. 1980	Nov. 1979	Percent Change from Oct. 1980	Percent Change from Nov. 1979	Percent Change Projected on Annual Basis
All Items	217.4	256.2	253.9	227.5	0.9	12.6	11.4
Food & Beverage	228.5	257.4	255.5	233.1	0.7	10.4	8.7
Housing	227.6	273.8	271.1	240.8	1.0	13.7	12.7
Apparel and Upkeep	166.6	184.8	183.9	171.7	0.5	7.6	6.2
Transportation	212.0	259.0	256.1	224.9	1.1	15.2	14.0
Medical Care	239.7	274.5	272.8	248.0	0.6	10.7	7.4
Entertainment	188.5	211.2	210.9	192.8	0.1	9.5	1.2

CIVILIAN LABOR FORCE

	Nov. 1980	Oct. 1980	Nov. 1979	Percent Change from Oct. 1980	Percent Change from Nov. 1979
UNITED STATES (In Thousands)					
Labor Force	105,320	105,181	103,652	0.1	1.6
Employment	97,396	97,176	97,608	0.2	−0.2
Unemployment	7,924	8,005	6,044	−1.0	31.1
Unemployment Rate	7.5	7.6	5.8		
NORTH DAKOTA					
Labor Force	317,930	333,220	313,980	−4.6	1.3
Employment	303,430	319,930	301,740	−5.2	0.6
Unemployment	14,500	13,290	12,240	9.1	18.5
Unemployment Rate	4.6	4.0	3.9		
FARGO-MOORHEAD SMSA					
Labor Force	73,550	74,140	73,100	−0.8	0.6
Employment	70,340	71,200	70,250	−1.2	0.1
Unemployment	3,210	2,940	2,850	9.2	12.6
Unemployment Rate	4.4	4.0	3.9		
GRAND FORKS SMSA					
Labor Force	42,670	43,190	43,060	−1.2	−0.9
Employment	40,580	41,370	41,280	−1.9	−1.7
Unemployment	2,090	1,820	1,780	14.8	17.4
Unemployment Rate	4.9	4.2	4.1		

U.S. data seasonally adjusted; other data not seasonally adjusted.

NONFARM WAGE AND SALARY EMPLOYMENT

FARGO-MOORHEAD SMSA WAGE AND SALARY EMPLOYMENT	Nov. 1980	Oct. 1980	Nov. 1979	Percent Change from Oct. 1980	Percent Change from Nov. 1979
TOTAL	**64,060**	**63,810**	**63,840**	**0.4**	**0.3**
Construction and Mining	3,700	3,960	4,820	−6.6	−23.2
Manufacturing	5,100	5,090	4,440	0.2	14.9
Durable Goods	2,130	2,150	2,140	−0.9	−0.5
Nondurable Goods	2,970	2,940	2,300	1.0	29.1
Food and Kindred Products	2,170	2,130	1,500	1.9	44.7
Other Nondurable Goods	800	810	800	−1.2	.0
Transportation, Comm. and Public Utilities	4,170	4,190	4,200	−0.5	−0.7
Wholesale Trade	6,310	6,330	6,520	−0.3	−3.2
Retail Trade	12,790	12,480	13,020	2.5	−1.8
Finance, Insurance, and Real Estate	3,830	3,840	3,790	−0.3	1.1
Services	14,720	14,680	14,050	0.3	4.8
Government	13,440	13,240	13,000	1.5	3.4
Federal	2,150	2,140	2,070	0.5	3.9
State and Local	11,290	11,100	10,930	1.7	3.3
GRAND FORKS SMSA WAGE AND SALARY EMPLOYMENT					
TOTAL	**37,470**	**37,450**	**38,030**	**0.1**	**−1.5**
Construction and Mining	1,630	1,770	2,190	−7.9	−25.6
Manufacturing	3,030	3,050	2,830	−0.7	7.1
Transportation, Comm. and Public Utilities	2,880	2,860	2,800	0.7	2.9
Wholesale Trade	2,170	2,240	2,320	−3.1	−6.5
Retail Trade	8,270	8,160	8,680	1.3	−4.7
Finance, Insurance, and Real Estate	1,500	1,500	1,490	.0	0.7
Services	7,260	7,240	7,120	0.3	2.0
Government	10,730	10,630	10,600	0.9	1.2

MANUFACTURING HOURS AND EARNINGS

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979
United States									
Total Manufacturing	302.80	298.10	277.14	40.0	39.8	40.4	7.57	7.49	6.86
Durable	327.65	322.80	297.43	40.5	40.3	40.8	8.09	8.01	7.29
Nondurable	265.78	262.75	245.92	39.2	39.1	39.6	6.78	6.72	6.21
Food & Kindred	282.49	276.31	261.70	39.9	39.7	40.2	7.08	6.96	6.51
Printing & Publishing	288.27	287.15	268.71	37.1	37.1	37.9	7.77	7.74	7.09
North Dakota									
Total Manufacturing	256.97	258.41	238.34	38.7	38.8	39.2	6.64	6.66	6.08
Durable	270.57	267.33	241.60	39.1	38.8	40.2	6.92	6.89	6.01
Nondurable	246.14	250.39	235.55	38.4	38.7	38.3	6.41	6.47	6.15
Food & Kindred	264.55	263.66	255.84	40.7	40.5	39.0	6.50	6.51	6.56
Printing & Publishing	213.66	213.95	203.13	33.7	33.8	35.7	6.34	6.33	5.69
Fargo-Moorhead SMSA									
Total Manufacturing	289.02	292.40	264.22	39.7	40.0	40.4	7.28	7.31	6.54
Durable	301.84	301.06	248.62	38.5	38.4	40.1	7.84	7.84	6.20
Nondurable	279.05	285.93	282.46	40.5	41.2	40.7	6.89	6.94	6.94

ESTIMATED LABOR TURNOVER

(per hundred employees)

Accession Rates

	Total			New Hires			Recalls		
	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979
North Dakota									
Mining	1.8	5.2	3.8	1.6	3.7	3.5	0.0	0.7	0.3
Manufacturing	2.8	10.0	4.1	2.0	3.1	3.7	0.6	6.7	0.3
Fargo-Moorhead SMSA									
Manufacturing	3.1	12.4	3.7	1.7	4.7	3.0	1.1	7.3	0.5

Separation Rates

	Total			Quits			Layoffs		
	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979	Nov. 1980	Oct. 1980	Nov. 1979
North Dakota									
Mining	1.7	2.3	1.4	0.5	1.8	0.9	0.0	0.0	0.2
Manufacturing	6.1	2.8	10.1	1.8	1.3	4.1	3.5	1.0	5.5
Fargo-Moorhead SMSA									
Manufacturing	8.7	2.8	11.0	0.8	1.2	2.3	6.7	0.6	8.2

NORTH DAKOTA
NONFARM WAGE AND SALARY EMPLOYMENT

	Nov. 1980	Oct. 1980	Nov. 1979	Percent Change from Oct. 1980	Percent Change from Nov. 1979
TOTAL	**251,370**	**252,250**	**249,310**	**-0.3**	**0.8**
MINING	**7,700**	**7,680**	**5,770**	**0.3**	**33.4**
Coal	1,110	1,120	1,070	-0.9	3.7
Crude Petroleum and Natural Gas	6,220	6,160	4,300	1.0	44.7
Other Mining	370	400	400	-7.5	-7.5
CONSTRUCTION	**15,800**	**16,900**	**20,450**	**-6.5**	**-22.7**
Building Construction	4,180	4,330	6,430	-3.5	-35.0
Street, Highway and Heavy Construction	4,210	4,900	5,430	-14.1	-22.5
Special Trade Construction	7,410	7,670	8,590	-3.4	-13.7
MANUFACTURING	**15,700**	**15,750**	**16,360**	**-0.3**	**-4.0**
Durable Goods	7,160	7,240	8,150	-1.1	-12.1
Stone, Clay and Glass	1,160	1,270	1,160	-8.7	.0
Primary and Fabricated Metals	740	750	840	-1.3	-11.9
Machinery and Transportation Equipment	4,480	4,440	5,180	0.9	-13.5
Other Durable Goods	780	780	970	.0	-19.6
Nondurable Goods	8,540	8,510	8,210	0.4	4.0
Food and Kindred Products	4,780	4,800	4,470	-0.4	6.9
Dairy Products	950	940	860	1.1	10.5
Food Specialties, Sugar and Confectionery Products	1,960	1,970	1,930	-0.5	1.6
Bakery Products	480	470	490	2.1	-2.0
Other Food and Kindred Products	1,390	1,420	1,190	-2.1	16.8
Printing and Publishing	2,180	2,200	2,190	-0.9	-0.5
Other Nondurable Goods	1,580	1,510	1,550	4.6	1.9
TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES	**17,260**	**17,230**	**16,560**	**0.2**	**4.2**
Transportation	9,540	9,490	9,030	0.5	5.6
Railroads	3,390	3,500	3,470	-3.1	-2.3
Trucking and Warehousing	4,760	4,640	4,190	2.6	13.6
Other Transportation	1,390	1,350	1,370	3.0	1.5
Communications	3,850	3,860	3,880	-0.3	-0.8
Public Utilities	3,870	3,880	3,650	-0.3	6.0
WHOLESALE TRADE	**22,510**	**22,530**	**21,870**	**-0.1**	**2.9**
Durable Goods	11,540	11,590	11,210	-0.4	2.9
Nondurable Goods	10,970	10,940	10,660	0.3	2.9
RETAIL TRADE	**48,130**	**47,930**	**47,320**	**0.4**	**1.7**
General Merchandise	6,230	6,100	6,400	2.1	-2.7
Food Stores	6,680	6,620	6,390	0.9	4.5
Automotive Dealers and Service Stations	7,130	7,060	7,170	1.0	-0.6
Apparel and Accessory Stores	2,960	2,830	3,020	4.6	-2.0
Other Retail	25,130	25,320	24,340	-0.8	3.2
FINANCE, INSURANCE, AND REAL ESTATE	**11,440**	**11,440**	**11,120**	**.0**	**2.9**
Finance	6,230	6,210	5,990	0.3	4.0
Banking	4,190	4,160	4,080	0.7	2.7
Other Finance	2,040	2,050	1,910	-0.5	6.8
Insurance	3,490	3,500	3,350	-0.3	4.2
Real Estate	1,720	1,730	1,780	-0.6	-3.4
SERVICES	**50,590**	**50,790**	**48,350**	**-0.4**	**4.6**
Lodging	4,640	4,690	4,460	-1.1	4.0
Nursing and Personal Care	5,740	5,720	5,450	0.3	5.3
Hospitals	11,660	11,590	10,970	0.6	6.3
Other Medical	4,570	4,590	4,400	-0.4	3.9
Other Services	23,980	24,200	23,070	-0.9	3.9
GOVERNMENT	**62,240**	**62,000**	**61,510**	**0.4**	**1.2**
Federal Government	9,800	9,750	9,590	0.5	2.2
State Government	17,290	17,290	16,990	.0	1.8
Educational Services	11,320	11,220	10,950	0.9	3.4
Other State Government	5,970	6,070	6,040	-1.6	-1.2
Local Government	35,150	34,960	34,930	0.5	0.6
Educational Services	17,240	17,000	17,100	1.4	0.8
Other Local Government	17,910	17,960	17,830	-0.3	0.4

PRODUCER PRICE INDEX
UNITED STATES AVERAGE

(1967 = 100)	Annual Average 1979	Nov. 1980	Oct. 1980	Nov. 1979	Percentage Change from Oct. 1980	Percentage Change from Nov. 1979
All Commodities	235.5	278.4	277.0	247.2	0.5	12.6
Farm Products and Processed Foods and Feeds	229.8	260.1	258.8	232.3	0.5	12.0
Industrial Commodities	236.4	282.7	281.2	250.6	0.5	12.8

GLOSSARY OF TERMS

Civilian Labor Force—number of persons 16 years and older defined as employed or unemployed, excluding members of the Armed Forces.

Consumer Price Index (CPI)—a measure of the average change in prices over a period of time in a fixed market basket of goods and services. Changes are usually expressed in percentages. The following example illustrates the method used to calculate the percentage change using 211.5 as the "current index" and 209.1 as the "previous index":

Current index	211.5
Less previous index	209.1
Equals	2.4
Divide by the previous index	209.1
Equals	.011
Results multiplied by one hundred	.011x100
Equals percentage change	1.1

Covered Employment—employment that falls under coverage of the North Dakota Unemployment Compensation Law. At the present time only agriculture, the self-employed, students working for educational institutions, religious organizations, fully commissioned salesmen, and elected and appointed officials have significant numbers of non-covered workers.

Employed—those persons working for pay or profit during a week, or unpaid family workers working 15 hours or more during a week. Also included are those who, although not working, had some job attachment and were **not** looking for work. This involves persons temporarily absent from a job due to illness, bad weather, vacation or labor-management dispute, whether or not they were in a pay status during their time off.

Insured Unemployment—a count of persons who have filed claims for state job insurance benefits. An accurate comparison of data for the insured unemployed cannot be made if one period of time is prior to July 1, 1979, and the second period is after that date. This is due to the change in eligibility requirements mandated by the state legislature effective July 1, 1979.

Nonfarm Wage and Salary Employment-Establishment Data—refers to the number of jobs held rather than the number of people employed.

"p"—preliminary estimates subject to revision.

Producer Price Index (PPI)—measures average changes in prices received in primary markets of the United States by commodity producers in all stages of processing. These changes are usually expressed in percentages. The method of calculation is the same as used for the Consumer Price Index (See item 2).

Seasonally Adjusted Labor Force Series—to assist in evaluating the labor force, recurrent yearly employment and unemployment movements have been isolated and removed by the Bureau of Labor Statistics though a seasonal factor method.

Standard Metropolitan Statistical Area (SMSA)—(a) an area designated by the Office of Management and Budget with a central city of at least 50,000 inhabitants; or (b) a central city of at least 25,000 inhabitants but with a minimum of at least 50,000 when combined with adjacent populated areas, provided the county or counties in which the city and adjacent areas are located have a population of at least 75,000.

Unemployment—the number of persons who for an entire week did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off; or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

Unemployment Rate—the number of unemployed expressed as a percent of the civilian labor force.

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